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number of hours paid for are to be ascertained and recorded for every class of employee. For enginemen and trainmen, the actual number of miles run and miles paid for but not run are to be recorded, as well as the number of hours on duty and the number of hours paid for. (The service time of all classes of employees shall be recorded in hours instead of days or hours as heretofore.)

(2) Whenever an employee works at more than one occupation, or in more than one class of service, both the number of hours worked and the compensation paid, should be separated and reported under the proper Reporting Divisions.

(3) If an employee is paid a day's wage for a smaller number of hours than constitutes a day's work, the number of hours paid for as well as the actual number of hours the employee is on duty should be ascertained and recorded. Time allowed for meals, part holidays, holidays, absences on leave, vacations, etc., should be excluded from time actually worked, but if such time is paid for it should be appropriately reported as "Time paid for but not worked" on Form A or as a "constructive allowance" on Form B. These requirements apply to enginemen and trainmen paid on the basis of trips or of miles run, and to employees paid at piece rates, as well as to employees paid on hourly, daily, weekly, monthly, or other time basis. Service hours for officers and employees who do not receive payment for overtime should be reported as the number of hours in each month at 8 hours per day contemplated for the position.

(e) *Compensation.* The compensation of employees as defined in the rules in this part is to be stated in such manner and detail as the forms adopted for periodical returns require.

§ 1245.4 Forms required to be used.

(a) The report of information to the Surface Transportation Board on railroad employees, service and compensation includes two forms. Form A relates to employees other than train and engine service employees. Form B relates to train and engine service employees.

(b) With general reference to the statement of the compensation of employees in Forms A and B, it should be understood that the total compensation received by the employees in each Reporting Division, as well as the amount of work they perform, should be shown properly distributed under the prescribed column heads as indicated by the forms. It should be noted that if the work of an employee varies during a report period, his time and compensation should be apportioned accordingly. Amounts reported should be gross compensation paid.

Illustrations. (a) In the course of a month, an employee works as a Machinist, and as such earns \$200 and he works also as a Gang Foreman and earns \$130. The pay received by him in the occupation of Machinist with corresponding time should be included in returns for Division 61, "Machinists", and his other pay and time as indicated should be included in returns for Division 53, "Gang Foremen and Gang Leaders". (b) When an employee works at two or more of the occupations of engineer, fireman, conductor, and brakeman, his time and compensation should be assigned in accordance with the facts. For example, in a certain month an employee earns as a Through Freight Engineer \$110, as a Local or Way Freight Engineer \$140, as a Yard Engineer \$100, and as a Local or Way Freight Fireman \$75. The time and the compensation of this employee should be correspondingly distributed among Reporting Divisions 122, 123, 124, and 127 as they are respectively applicable, without regard to the predominance of the time worked or the amount earned by him in one occupation.

(c) As elsewhere indicated, the statement of the number of employees in the service of a company with respect to Reporting Divisions depends upon the allocation of the individual employees as of the day of count.

(d) The Reporting Divisions shown in Forms A and B following will also be used in connection with the employees' schedule in the annual reports of railroads of classes I and II to the Board. Railroads of class III and lessor companies shall report only the information required in the annual report forms prescribed for such companies.

[32 FR 20462, Dec. 20, 1967, as amended at 47 FR 53867, Nov. 30, 1982]

§ 1245.5 Classification of job titles.

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49 CFR Ch. X (10-1-99 Edition)

Number	Classification	Description	Typical titles	Relation to present classification
100	EXECUTIVES, OFFICIALS, AND STAFF ASSISTANTS			
101	Executives and General Officers	Chief executives, corporate department heads and major subdepartment heads.	President, Vice President, Assistant Vice President, Controller, Treasurer, Director (head of subdepartment), General Superintendent (subdepartment head), Chief Engineer, General Manager (department or subdepartment head).	More precisely defined than present No. 1, limited to executive management positions; adds new titles.
102	Corporate Staff Managers	Corporate executives and managers assisting department and subdepartment heads.	Director (other than subdepartment head), Assistant Director, Assistant General Manager (not regional), Manager, Assistant Manager, Assistant Chief Engineer, Purchasing Agent, Superintendent (not division), Assistant to (corporate executive or general officer), Executive Assistant (to corporate executive) Budget Officer.	New classification, providing a specific assignment for staff managers; adds new title.
103	Regional and Division Officers, Assistants and Staff Assistants.	Regional managers and assistants below the executive management level, and chief division officers.	Assistant General Manager, Assistant Regional Manager, General Superintendent, Assistant Manager, Division Sales Manager, District Sales Manager, Assistant Master Mechanic, District Engineer, Assistant Superintendent, Captain of Police, Division Engineer, Manager of Materials, Safety Inspector, Real Estate Agent, Real Estate Supervisor, Tax Agent, Buyer, Assistant Buyer, Sales Agent, Assistant Sales Agent.	Similar to present No. 2 but limited to regional and divisional management; adds new title.
104	Transportation Officers/Managers.	Managers directly supervising train and yard operations.	Train Master, Assistant Train Master, General Yardmaster, General Road Foreman, Road Foreman, Assistant Road Foreman, Chief Power Supervisor (motive).	New classification providing specific assignment for Operations Managers.
200	PROFESSIONAL AND ADMINISTRATIVE			
201	Professionals (other than those reported in 101 and 102),	Technical occupations requiring a high degree of training and/or supervising subprofessionals and technicians.	General Counsel, Assistant General Counsel, General Attorney, General Counsel, Attorney, Commerce Counsel, Chief Medical Officer, Medical Officer, Surgeon, Company Surgeon, Engineer, Architect, Chief Chemist, Nurse, Tax Accountant, Internal Auditor to General Accountant, Corporate Accountant, Supervisor Programming, Senior Computer System Specialist, Senior System Analyst.	Corresponds to present STB No. 3, but limited to professionals; adds new titles.
202	Subprofessionals	Technical occupations requiring a high degree of knowledge and/or skill.	Draftsman, Assistant Chemist, X-ray Technician, Supervisor Estimating, Junior Engineer, Engineering Trainee, Photographer, Computer Programmer, Computer Analyst, Market Analyst, Pricing Analyst, Employment Supervisor, Research Analyst, Traveling Auditor, Accounting Specialist, Auditors, Operations Traveling Auditors, Station Auditors.	Corresponds to present STB No. 3 but limited to subprofessionals; adds new titles.
203	Auditors, Traveling Auditors or Accountants.	Title is descriptive	General Supervisor, Supervisor, Chief Clerk, Office Supervisor, Supervisor Administration, Office Manager, Supervising Clerk, Head Clerk, Assistant Chief Clerk, Supervising Cashier, Division Supervisor, Regional Supervisor, Budget Supervisor, Administrative Supervisor, Administrative Assistant.	Corresponds to present STB No. 13.
204	General and Administrative Supervisors.	Supervisors responsible for administrative activity of a department, subdepartment, office or region.	Freight Traffic Agent, Coal Traffic Agent, Sales Representative, Freight Sales Representative, Freight Traffic Representative, Passenger Sales Representative.	Consolidation of present STB Nos. 4 and 5; adds new titles.
205	Sales and Traffic Representatives and Agents.	Non-supervisory occupations with predominant responsibilities for sales and customer relations.		New classification, containing a portion of present STB No. 19; adds new titles.

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206	Freight and Other Claim Agents and Investigators.	Occupations which have predominant duties investigating and handling freight and personal injury claims. Title is descriptive	Claim Agent, Claim Investigator, Freight Claim Agent, Freight Claim Investigator.	Consolidates present STB Nos. 20 and 21; adds new titles.
207	Supervising and Chief Claim Agents.	Chief Claim Agent, Chief Freight Claim Agent, Assistant Chief Claim Agent, Chief District Claim Agent, District Freight Claim Agent, Chief Claim Investigator.	Corresponds with present STB No. 22.	
208	Lieutenants and Sergeants of Police.	Police Lieutenant, Police Sergeant	Corresponds to present STB No. 17.	
209	Police Officers, Watchmen and Guards (Except Crossing and Bridge).	Police Officer, Patrolman, Watchman, Guard	Corresponds with present STB No. 18.	
210	Inspectors (Except Maintenance of Way and Equipment), Other Investigators, Examiners, Inspectors, and Other Agents (Except Station Agents).	Miscellaneous occupations which have predominant duties of investigating, inspecting, reviewing, and instructing and which require a high degree of technical knowledge. Clerical occupations with duties to perform independently responsible work requiring special financial cost, accounting, or other technical knowledge.	Rules Examiner, Supervisor Rules, Safety Supervisor, Fire Marshal, Fire Chief, Instructor, Supervisor Procedures, Supervisor Yard Procedures.	Classification for a portion of similar occupations, included in present STB No. 19; adds new titles.
212	Clerical Technicians and Clerical Specialists.	Clerical occupations with duties to perform independently responsible work requiring special financial cost, accounting, or other technical knowledge.	Lead Clerk, Staff Assistant (clerical), Statistician, Cashier, Teller, Assistant Statistician, Rate Clerk, Pricing Clerk, Computer Technician.	Corresponds to present STB No. 6; adds new titles.
213	Office Machine and Data Equipment Operators.	Occupations with predominant duties of operating office machines and computer equipment.	Machine Operator, Clerk, Computer Operator, Keypunch Operator, Office Machine Technician.	Corresponds to present STB No. 8; adds new titles.
214	Secretaries, Stenographers, and Typists.	Secretaries, Stenographers, and Typists. Clerical occupations not otherwise classified.	Secretary, Stenographer, Typist, Clerk Typist, Steno-clerk	Consolidates present STB Nos. 9 and 10.
215	General and Other Clerks (excluding yard clerk and crew dispatchers).	Title is descriptive	File Clerk, General Clerk, Bookkeeper, Ticket Clerk, Records Clerk, Trace Clerk, Assignment Clerk, Personnel Clerk, M of W Clerks, M of E Clerks.	Corresponds to present STB No. 7; adds new titles.
216	Telephone and Switchboard Operators.		Switchboard Operator, Chief Operator	Present STB No. 14.
217	Building and Office Attendants ...	Miscellaneous occupations associated with office building functions.	Elevator Operator, Elevator Starter, Janitor, Cleaner, Porter	Consolidates present STB Nos. 16 and 26.
218	Messengers and Office Persons	Title is descriptive	Messenger, Office Person	Present STB No. 15.
219	Motor Vehicle Operators	Occupations associated with automobile and truck driving.	Truck Driver, Bus Driver, Chauffeur	Consolidates present STB Nos. 24 and 25.
300	MAINTENANCE OF WAY AND STRUCTURES			
301	Supervisors, Maintenance of Way, Structures, Communication and Signals.	Occupations with supervisor responsibility for maintenance of way and structures (other than regional and divisional offices).	Roadmaster, Division Roadmaster, Supervisor Track, Supervisor Bridges and Buildings, Supervisor Communications and Signals, Assistant Supervisor, General Foreman (MW&S), Assistant General Foreman (MW&S), Master Carpenter, Chief Draftsman.	Corresponds with present STB Nos. 27 and 44.

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49 CFR Ch. X (10-1-99 Edition)

Number	Classification	Description	Typical titles	Relation to present classification
302	Maintenance of Way, Structures, Communication and Signals, and Scale Inspectors.	Title is descriptive	Chief Bridge and Building Inspector, Chief Scale Inspector, Bridge and Building Inspector, Scale Inspector, Roadway Equipment Inspector, Track and Roadway Inspector, Instrument Man, Rodman, Chairman, Inspector Communications and Signals, Signal Inspector.	Corresponds with present STB No. 28 plus part of old No. 44.
303	Bridge and Building Gang Foreman.	Title is descriptive	Carpenter	Consolidates present STB No. 29 with bridge and building portion of present STB No. 39.
304	Bridge and Building Carpenters	Title is descriptive	Carpenter	Corresponds with present STB No. 30.
305	Bridge and Building Ironworkers	Title is descriptive	Painter, Sign Painter	Corresponds with present STB No. 31.
306	Bridge and Building Painters	Title is descriptive	Mason, Bricklayer, Plasterer, Operator, Grinder, Welder (M of W).	Corresponds with present STB No. 32.
307	Masons, Bricklayers, Plasterers, and Plumbers.	Title is descriptive	Carpenter, Helper, Ironworker Helper, Mason Helper, Plumber Helper, Painter Helper, Apprentice Carpenter, Apprentice Ironworker, Apprentice Mason, Plumber Apprentice, Apprentice Painter, Welder Helper.	Corresponds with present STB Nos. 23 and 33.
308	Bridge and Building Helpers and Apprentices.	Title is descriptive	Bridge and Building Laborer	Corresponds with present STB No. 34; adds new titles.
309	Bridge and Building Gang and Bridge and Building Department Laborers.	Title is descriptive	Gang Foreman, Assistant Foreman	Corresponds with present STB No. 43.
310	Track Gang Foremen (Extra Gang work train laborers).	Title is descriptive	Gang Foreman, Assistant Foreman, Section Foreman	Corresponds with present STB No. 38.
311	Gang or Section Foreman	Title is descriptive	Trackman, Fence Laborer	Corresponds with present STB No. 40.
312	Extra Gang Laborers	Title is descriptive	Trackman, Track and Roadway Section Laborer	Corresponds with present STB No. 41.
313	Section Laborers	Title is descriptive	Craneman, Portable Equipment Engineer, Portable Equipment Operator, Machine Operator, Helper	Consolidates present STB Nos. 35, 36, and 37.
314	Machine Operators	Title is descriptive	Gang Foreman, Assistant Gang Foreman, Lead Signal Maintainer	Consolidates present STB No. 45 with communications and signals occupations included in present STB No. 39.
315	Gang Foremen, Communications and Signals.	Title is descriptive	Signalman, Signal Maintainer	Corresponds with present STB No. 46.
316	Signalmen and Signal Maintainers.	Title is descriptive	Electrical Worker (Lineman), Electrical Worker (Groundman) Communications maintainer.	Corresponds with present STB No. 47.
317	Linemen and Groundmen and Communications Craftsmen.	Communications equipment installers, Maintainers, and repairmen.	Assistant Signalman, Assistant Signal Maintainer	Corresponds with present STB No. 48.
318	Assistant Signalmen and Assistant Signal Maintainers.	Title is descriptive	Signalman Helper, Signal Maintainer Helper	Corresponds with present STB No. 49.
319	Signal Helpers and Signal Maintainer Helpers.	Title is descriptive	Camp Car Cook, Camp Car Helper	Corresponds with part of present STB No. 97.
320	Camp Car Cooks	Occupations engage in food service in camp cars.	General Foreman Shop, General Foreman Enginehouse, General Foreman Diesel Terminal, Assistant General Foreman (M of E).	Corresponds with present STB No. 50; adds new titles.
400	MAINTENANCE OF EQUIPMENT AND STORES	Occupations with supervisory responsibility for maintenance of equipment (other than regional and division officers).		
401	Supervisors, and General Foremen, Maintenance of Equipment.			

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402	Supervisors and General Foremen, Materials and Stores.	Occupations with supervisory responsibility for stores and materials.	Supervisor Materials, Assistant Supervisor Materials, General Foreman Stores, General Foreman Reclamation Plant, Assistant General Foreman.	Corresponds with present STB No. 51; adds new titles.
403	Equipment, Shop, Electrical Inspectors.	Title is descriptive	Chief Electrical Inspector, Chief Shop and Equipment Inspector, Electrical Inspector, Equipment Inspector, Inspector Diesel Locomotive, Fuel Inspector.	Corresponds with part of present STB No. 52.
404	Materials and Supplies Inspectors.	Title is descriptive	Materials and Supplies Inspector, Chief Materials and Supplies Inspector, Timber Inspector, Tie Inspector.	Corresponds with part of present STB No. 54.
405	Storekeeper	Title is descriptive	Storekeeper, Assistant Storekeeper, Materials Clerk, Store Clerk	Corresponds to materials and stores occupation in present STB No. 11. Consolidates present STB Nos. 53 and 68.
406	Gang Foremen, Maintenance of Equipment.	Title is descriptive	Gang Foreman	Corresponds with present STB No. 54.
407	Blacksmiths	Title is descriptive	Blacksmith	Corresponds with present STB No. 55.
408	Boilermakers	Title is descriptive	Boilermaker	Corresponds with present STB No. 57.
409	Carmen (Freight)	Title is descriptive	Car Repairmen, Car Inspector, Carmen, Painter	Corresponds with present STB No. 56.
410	Carmen (Other)	Title is descriptive	Carmen	Corresponds with present STB No. 58.
411	Electrical Workers (A)	Title is descriptive	Electrician, Electrical Worker	Corresponds with present STB No. 59.
412	Electrical Workers (B)	Title is descriptive	Crane Operator, Lead Dispatcher, Power Station Operator, Assistant Power Director.	Corresponds with present STB No. 60.
413	Electrical Workers (C)	Title is descriptive	Coal and Ore Elevator Operator (electrical), Grain Elevator Operator (electrical).	Corresponds with present STB No. 61.
414	Machinists	Title is descriptive	Machinist	Corresponds with present STB No. 63.
415	Sheet Metal Workers	Title is descriptive	Sheet Metal Worker	Corresponds with present STB No. 64.
416	Skilled Trades, Helpers, Maintenance of Equipment and Stores.	Title is descriptive	Helper	Consolidates present STB Nos. 65 and 66.
417	Apprentices, Maintenance of Equipment and Stores.	Title is descriptive	Apprentice, Helper Apprentice	Corresponds with present STB No. 67.
418	Coach Cleaners	Title is descriptive	Coach Cleaner	Consolidates present STB Nos. 70 and 71.
419	Laborers, Shops, Enginehouses, and Power Plants.	Title is descriptive	Laborer	Corresponds with present STB No. 69.
420	Gang Foremen, Materials and Stores.	Title is descriptive	Gang Foremen	Corresponds with present STB No. 72, plus part of STB No. 24.
421	Equipment Operators and General Laborers, Materials and Stores.	Title is descriptive	Laborer, Materials Handler, Equipment Operators, Machine Operators.	Corresponds with present STB No. 73.
422	Stationary Engineers	Title is descriptive	Chief Engineer (Steam Plant) Engineer, Stationary Engineer	Corresponds with present STB No. 74.
423	Stationary Firemen	Title is descriptive	Stationary Fireman, Power Equipment Operator Helper, Oiler	Corresponds with present STB No. 75; adds new titles.
500	TRANSPORTATION, OTHER THAN TRAIN AND ENGINE	Occupational directly supervising train operation.	Chief Train Dispatcher, Supervisor Train Operations, Transportation Supervisor, Supervisor Train Operations, Supervisor Locomotive and Car Distribution, Assistant Chief Train Dispatcher.	Corresponds with present STB No. 76.
501	Transportation Supervisor and Chief Train Dispatcher.	Title is descriptive	Train Dispatcher	Corresponds with present STB Nos. 12, 78, 79, and 80.
502	Train Dispatchers	Title is descriptive	Supervising Station Agent, Freight Agent, Passenger Agent, Ticket Agent, Traving Agent, Agent Operators.	Consolidates present STB Nos. 12, 78, 79, and 80.
503	Station, Freight and Passenger Agents.	Occupations with responsibility for station operations.

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Number	Classification	Description	Typical titles	Relation to present classification
504	Chief Operators and Wire Chiefs	Title is descriptive	Supervising Operator, Chief Operator, Assistant Supervising Operator, Wire Chief.	Corresponds with present STB No. 81.
505	Clerk Operators, Towerman, Train Directors.	Title is descriptive	Clerk Operator, Block Operator, Operator, Towerman, Train Directors.	Consolidates present STB Nos. 77, 82 and 83.
506	Station Masters and Assistants, Supervising Baggage Agents, Baggage Agents and Assistants.	Title is descriptive	Stationmaster, Assistant Stationmaster, Supervising Agent, Baggage Agent, Assistant Baggage Agent, Parcel Room Agent.	Consolidates present STB Nos. 84, 85, and 86.
507	Baggage, Parcel Room and Station Attendants.	Title is descriptive	Baggage Attendant, Parcel Room Attendant, Station Attendant, Gatemen, Announcer, Station Usher, Red Cap, Information Bureau Attendant.	Corresponds with present STB No. 87.
508	General and Assistant General Foremen, Stations, Warehouses, Grain Elevators, and Docks.	Title is descriptive	General Foreman, Assistant General Foreman	Consolidates present STB Nos. 88 and 89.
509	Gang Foremen, Stations, Warehouses, Grain Elevators and Docks.	Title is descriptive	Gang Foreman	Corresponds with present STB No. 90.
510	Grain Elevator, and Dock Laborers.	Title is descriptive	Laborer	Consolidates present STB Nos. 93 and 94.
511	Station, and Warehouse Laborers.	Title is descriptive	Loader, Sealer	Corresponds with present STB No. 91.
512	Truckers (Station, Warehouse and Platforms).	Title is descriptive	Trucker	Corresponds with present STB No. 92.
513	Food and Lodging Manager, Supervisors.	Occupations with responsibility for supervision of food service or lodging.	Manager Lodging House, Restaurant Manager, Dining Car Supervisor, Dining Car Steward.	Corresponds with present STB No. 95.
514	Transportation and Dining-Serv-ice Inspectors.	Title is descriptive	Instructor Chef, Restaurant Inspector, Freight Service Inspector, Baggage Inspector.	Corresponds with present STB No. 99.
515	Waiters and Kitchen Helpers (Restaurant and Dining Car).	Title is descriptive	Waiter-in-charge, Waiter	Corresponds with present STB No. 97.
516	Chefs and Cooks (Restaurant and Dining Car).	Title is descriptive	Chef, Cook	Corresponds with present STB No. 96.
517	Marine Officers and Workers and Shore Workers.	All occupations with predominant duties which are the operation of marine service.	Captain, Engineer, Mate, Deckhand, Oilier, Purser, Boat Master, Fireman, Wharf Master, Able Seaman, Baggageman, Boat Dispatcher.	Corresponds with present STB No. 98.
518	Train Attendants	Passenger train occupations other than train service and dining car operation.	Porter, Buffet Lounge Attendant, Stewardess	Consolidates present STB Nos. 100 and 101.
519	Bridge Operators and Helpers ...	Title is descriptive	Bridge Operator	Corresponds with present STB No. 102.
520	Bridge and Crossing Flagmen and Gatemen.	Title is descriptive	Bridge Flagman, Crossing Gatemen	Corresponds with present STB No. 103.
521	Yard Clerks	Clerical occupations situated in yards and yard offices.	Yard Clerk, Yard Clerk Caller, Yard Demurrage Clerk, Yard Dispatcher, Crew Caller	New classification.
522	Crew Dispatchers	Title is descriptive	Crew Dispatcher, Crew Caller	Consolidates present STB No. 105 and 106.
523	Yardmasters and Assistant Yardmasters.	Title is descriptive	Yardmaster, Assistant Yardmaster	

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600	Switchtenders
601	Switchtenders
602	Car Retarder Operators and Ground Service Employees.
603	Outside Hostlers
604	Outside Hostler Helpers
605	Inside Hostler
606	Road Passenger Conductors
607	Assistant Road Passenger Conductors and Ticket Collectors.
608	Road Freight Conductors (Through Freight).
609	Road Freight Conductors (Local and Way Freight).
610	Road Passenger Title is descriptive
611	Road Passenger Brakemen and Flagmen.
612	Road Freight Brakemen and Flagmen (Through Freight).
613	Road Freight Brakemen and Flagmen (Local and Way Freight).
614	Yard Conductors and Yard Foremen.
615	Yard Brakemen and Yard Help-ers.
616	Road Passenger Engineers and Motormen.
617	Road Freight Engineers (Local and Way Freight).
618	Road Freight Engineers (Local and Way Freight).
619	Yard Engineers
620	Road Passenger Firemen and Helpers.
621	Road freight Firemen and Helpers (Through Freight).
622	Road Freight Firemen and Helpers (Local and Way Freight).
623	Yard Firemen and Helpers
	Switchtender
	Car Retarder Operator, Skatesman, Herder, Yard Pilot
	Outside Hostler
	Outside Hostler Helper
	Inside Hostler
	Passenger Conductor
	Assistant Passenger Conductor, Ticket Collector
	Freight Conductor, Work Train Conductor, (paid through rate)
	Freight Conductor, Work Train Conductor, (paid local rate)
	Baggagerson
	Passenger Brakeman, Passenger Flagman
	Freight Brakeman, Freight Flagman, Work Train Brakeman (paid through rate), Freight Brakeman, Freight Flagman, Work Train Brakeman, (paid local rate).
	Yard Conductor, Yard Foreman
	Yard Brakeman, Yard Helper
	Passenger Engineer, Motorman, Operator
	Freight Engineer, Work Train Engineer, (paid through rate)
	Freight Engineer, Work Train Engineer, (paid local rate)
	Yard Engineer
	Passenger Fireman
	Freight Fireman
	Freight Fireman
	Yard Fireman

[47 FR 53868, Nov. 30, 1982, as amended at 50 FR 947, Jan. 8, 1985]